

Michelle Lujan Grisham

Governor

Dylan K. Lange

Director

Cynthia Sandoval

Deputy Director



State Personnel Board

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Carol A. Parker, *Vice Chair*

Kari Fresquez, *Member*

Sandra D. Lopez, *Member*

Fred Radosevich, *Member*

Address: 2600 Cerrillos Road, Santa Fe, NM 87505-3258

Phone: (505) 476-7759 | Fax: (505) 476-7949 | Web: <https://www.spo.state.nm.us/>

State Personnel Special Board Meeting

Willie Ortiz Building

2600 Cerrillos Road, Santa Fe, NM

Friday, July 18, 2025 – 9:00 AM

MINUTES

- Vice Chair Parker called the meeting to order at 9:00 a.m.
- SPO Director, Dylan Lange led the Pledge of Allegiance and called roll with the following in attendance: Vice Chair Parker, Member Radosevich in person, Chair Cunningham and Member Fresquez, attending remotely. Member Lopez was absent.
- Member Radosevich moved to approve the agenda; Chair Cunningham seconded; roll call; agenda adopted.
- Member Radosevich moved to approve the minutes from the June 13, 2025 meeting; Chair Cunningham seconded; roll call; motion carried.

Public Comment

SPO Board Administrator, Denise Forlizzi stated there were no in person requests for public comment received. One comment was received via email and was emailed to the board, a hard copy is provided to those in person for reference.

Lange addressed the comment received via email stating he believes there is a communication issue with the HCA and the attorney classification within the Job Architecture implementation. Legal assistants are at different levels now on a career track, along with attorney and lead attorney. Depending on the level of work a person is doing, you can be moved. Lange reiterated that no one's salary is going down. We will continue conversations with HCA HR.

Chair Cunningham asked if SPO talked with HCA over the last month regarding the same issue that was brought forward in the June 13, 2025 meeting.

Lange said yes, we did after the meeting. Issue of mapping and leveling, attorneys have been

mapped, and the plan is to move forward. We can relook after implementation. He said SPO commits to talking with agency HR about Legal and Compliance classifications. We recently made pay bands wider, now we are changing again, we will continue to support agencies and again reminded the board that pay has not decreased.

Adjustment of New Pay Grades

SPO Compensation & Classification manager, Melanie Morgan requested approval for updated pay grades, under the authority of State Board Rule Subsection B. of 1.7.3.8 NMAC. Morgan said since the board approved the job catalog and the classified single salary structure during the June 13, 2025 meeting, the Comp & Class and Data team has performed numerous audits and reviews while meeting with agencies to realize the effects of their mapping.

Identifying the need to re-benchmark a level was red flagged by noting that the majority of the employees mapped to that classification, often agency-specific, exist over the max of the classifications' pay grade. Benchmarking with Payfactors was conducted to reveal the current market rate and applied to the series for the adjustments.

We have looked at the effects of all proposed paygrade movements to understand their value at this time, and we can confirm that no employee will lose pay as a result of these adjustments.

Chair Cunningham moved to approve the updated pay grades as presented; Member Fresquez seconded; roll call; motion carried.

Chair Parker announced the next meeting of the board is Friday, August 22, 2025.

Member Radosevich moved to adjourn; Chair Cunningham seconded; roll call; meeting adjourned at 9:17 a.m.

Approved:

State Personnel Board

Attest:

**Dylan K. Lange, Director
State Personnel Office**

From: [Heyeck, Larry, HCA](#)
To: [Forlizzi, Denise M, SPO](#)
Subject: SPO Board Public Comment
Date: Thursday, July 17, 2025 7:36:50 AM
Attachments: [image001.png](#)

Good morning:

A little over a year ago, I addressed the State Personnel Board and stated that it should not implement actions without thoroughly analyzing how that will affect state employees. I was talking about the implementation and shrinking of the attorney pay band to Level LH. Once again, and three times in the last 7 years, you have approved a new pay matrix for attorneys WITHOUT analyzing how this will impact current employees.

The Deloitte study, presented to the LFC on May 14, 2024, excluded attorneys from its analysis stating that attorneys “possess unique salary structures”. *Footnote 1, pg. 7*. Even though this group was not included in the study, it appears that SPO is going to include attorneys into the proposed Deloitte paygrades which, without further analysis or review, simply pigeonhole attorneys into level 11. The level 11 midpoint for SFY 26 is \$105,764. This is less than LH midpoint for SFY 25, \$108,296 [\$112,627, adjusted to include 4%], and well below what an average New Mexico attorney earned in CY 2024 according to the New Mexico Department of Workforce Solutions (DWS), which was \$135,865. DWS statistics are permissible in court to impute individuals who fail to provide requested information. In other words, if an experienced CSSD attorney was in a child support hearing and he/she failed to provide requested information, I could use the DWS pay scale and impute that individual at \$135,865 per year - \$5,706 more than what he/she could earn.

These new pay bands went into effect July 5, 2025. Most state employees have no clue that this new pay band was done even though the study was presented over a year ago. And even though it was prepared using market analysis, that analysis went out the window when this was implemented. As set forth above, attorneys are being downgraded well below what DWS states he/she should earn.

Next, let's analyze our legal assistants. In SFY 25, a child support legal assistant was pay band 60, which has a midpoint of \$53,585. Yesterday, it was publicly stated that they will be moved to level 3 of the new pay matrix – midpoint \$47,190. We were told that this was the “closest” midpoint; it is not! This is well below what was earned by legal assistants in the State of New Mexico during calendar year 2024, which had a midpoint of \$58,614. Fixing the problem of 53% of state employees being below the midpoint should not be lowering the midpoint!

You need to realize that thousands of New Mexicans are being disrupted and harmed by your actions.



Larry Heyeck
Regional Managing Attorney
[New Mexico Health Care Authority](#)
Child Support Services Division
653 Utah Ave.
Las Cruces, NM 88001

Please note: Email address has changed to reflect the Health Care Authority.

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